



Evaluation Practitioner

Every One Every Day Kijipuktuk / Halifax
A project the Mi'kmaw Native Friendship Centre
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Welcome to Every One Every Day Kijipuktuk!

Every One Every Day (EOED) Kijipuktuk/Halifax is a Reconciliation Initiative of the Mi'kmaw Native Friendship Centre (MNFC) that is working to develop a system of neighbourhood participation that invites learning and action around Truth & Reconciliation at the neighbourhood level. To date, we have worked to build a network of infrastructure, including a Neighbourhood Shop in the North End of Halifax, which is supporting a growing network of practical participation projects. Every One Every Day projects are all about creating opportunities for residents to connect and learn over shared interests and work together to shape civic and social spaces in ways that draw on the knowledge and skills of people living nearby.

Currently, we are seeking an Evaluation Practitioner to support the development and implementation of Every One Every Day's Developmental Evaluation Practice. Based on the nature of our work, it is important that our program evaluation and practices be culturally relevant to Kijipuktuk/Halifax and demonstrate a Reconciliation lens informed by the insights of Indigenous participants and other key Indigenous knowledge holders. Supported by the Manager of Learning and Evaluation, the ideal candidate will be knowledgeable about local Indigenous culture and protocols (Mi'kmaw and other) and/or open to learning and building an awareness of how they impact the role and responsibilities as an EOED team member and as an evaluator more generally.

Position: Evaluation Practitioner Every One Every Day (EOED) Kijipuktuk / Halifax

Statement of Intention: We encourage applications from individuals who self-identify as Indigenous, African Nova Scotian or Nova Scotian of African ancestry. We are particularly interested in recruiting people with connections to Halifax's North End.

Reports to: EOED Learning and Evaluation Manager

Location: Halifax, Nova Scotia

Starting date: As soon as possible

Position Type: Full time (35hrs/week), fixed term (one-year) contract with possibility for extension.

Hourly Rate: \$25-\$27/hr, depending on experience. Group benefits plan included.

About the Role

Our approach to evaluation integrates Indigenous knowledge systems with methods drawn from developmental evaluation practices. This dualistic approach to evaluation offers a more inclusive and comprehensive way of thinking about, designing, and conducting research and provides unique contributions to solving important problems. An important part of this role is to support team members in evaluative thinking and developmental evaluation methods, and engaging community members in meaningful data collection and story-sharing.

The Evaluation Practitioner will work closely with EOED's Learning and Evaluation Manager to continually refine and implement our evaluation approach; One that focuses on strengths, recognizes challenges, considers broader social and economic conditions, and starts from an understanding of the broader context of systemic, recurring, and intergenerational trauma. They will be an excellent data collector with a strong knowledge of data analysis techniques that best serve programs with demographically diverse participation. They will know how to interpret data, write reports from their inferences, and create actionable recommendations to broaden the scope of knowledge or solve specific research problems.

About You

You are an experienced evaluator who is comfortable leading and/or supporting participatory approaches and methods. You are comfortable leading others and can draw from the wisdom and support networks around you in order to do so.

You embrace opportunities to facilitate rich dialogue and come with a toolbox of methods and activities

for creating safe and inclusive spaces that invite curiosity, reflection and analysis.

You are empathetic and trustworthy with confidential information.

You possess the ability to work independently and seek guidance where needed. You also enjoy working within focused and driven teams.

You are highly organized with a strong attention to detail and ability to manage multiple tasks, set goals and establish priorities in a timely manner.

You are passionate about building more inclusive and socially connected communities that prioritize equity principles and learning and practice around decolonization.



Key Responsibilities

Research and Evaluation

- Support and lead the on-going implementation of EOED's Evaluation Framework including a range of processes related to data collection and analysis. This includes but is not limited to:
- Plan and perform interviews, focus groups, surveys, and other various methods for data collection (sharing circles, team reflections, team debriefs, etc.).
- Collect, record, and manage data informed by ethical standards of practice and being familiar with Ownership, Control, Access, and Possession (OCAP) principles.
- Conduct data analysis and interpret results to draw inferences and conclusions, in collaborative team settings (when applicable).
- Facilitate sense-making activities with team members regularly to inform program design and development.
- Based on the research, contribute to insight gathering, analysis, and content development for annual reports or specialized communications products.

Community Engagement and Story-Sharing

- Use various tools (ie. infographics) to present research results to EOED team members,

residents, funders, and other contributors as needed.

- Facilitate sense-making activities with residents and co-lead community engagement events for knowledge transfer and share-back.
- Contribute to the coordination and development of updates, news, and story-sharing across key social media channels.

Team Learning & Development

- Engage in facilitated and self-directed learning around 'EOED's participatory approaches and practices, to support integration across all areas of work.
- Participate in personal learning and development related to the history and culture of First Nation, Metis, and Inuit People, and the historic and modern treaties we are in relationship with.
- Support the delivery of team learning sessions related to culturally responsive research and evaluation practices.
- Engage in decolonized practices and reconciliatory action in the context of EOED and 'Kokum', EOED's Truth and Reconciliation framework.
- Adhere to EOED Team Values and all Mi'kmaw Native Friendship Centre policies and practices.



Person Specification

Essential Knowledge, Skills & Competencies

- An undergraduate degree in a relevant area (e.g., social sciences, public administration, community studies, management, etc.) or equivalent work experience.
- Program Evaluation - Demonstrated experience in the design and implementation of program evaluation. Experience applying culturally responsive evaluation practices considered an asset.
- Project Planning – ability to manage multiple tasks, set goals and establish priorities in a timely manner.
- Facilitation – Demonstrated experience developing and facilitating creative workshops & dialogue with capacity for deep listening and responding to community issues and ideas.
- Community Engagement – Comfort and confidence working with diverse community members to harness and connect different knowledge and skill sets in support of community-led action; Experience working directly with First Nations, Metis and Inuit and/or African Nova Scotian communities considered an asset.
- Communication – Excellent written and verbal communication skills to support the communication of ideas across contexts and support creative and productive workflow within the team and with partners.
- Experience working with First Nations, Metis and Inuit communities considered an asset.
- Proficiency with a range of technology to support design and project management (MS Office Suite, Adobe Creative Suite, HubSpot, and/or others).
- Must provide a Vulnerable Sector Check and Child Abuse Registrar prior to hiring.

Application Details

To apply, please submit a cover letter and resume as a single PDF document to: halifaxiseveryone@gmail.com

This deadline has been extended! Applications will be accepted until 12 a.m. on Sunday February 11th. Only those applicants who are screened for an interview will be contacted.

Within your application, please indicate clearly if you identify as Indigenous, African Nova Scotian, or Nova Scotian with African Ancestry. We'd also love to hear if you have existing community relationships in Halifax's North End.

We look forward to hearing from you!